

Minute of Meeting Personnel Appeals and Applied Conditions of Service Appeals Panel.

Date	Time	Venue
Thursday, 25 May 2023	09:30	Corporate Meeting Room 1, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

Present: Councillor Jennifer Adam, Provost Lorraine Cameron, Councillor Gillian Graham, Councillor Lisa-Marie Hughes, Councillor David McGonigle, Councillor Iain McMillan, Councillor Will Mylet, Councillor Emma Rodden

In Attendance

K Clark, Principal HR & OD Adviser and C MacDonald, Senior Committee Services Officer (both Finance & Resources).

Declarations of Interest

There were no declarations of interest intimated prior to the commencement of the meeting.

Appointment of Chair

DECIDED: That Councillor Rodden chair this meeting of the Personnel Appeals and Applied Conditions of Service Appeals Panel.

EXCLUSION OF PRESS AND PUBLIC

The Appeals Panel resolved that the press and public be excluded from the meeting during consideration of the following item of business as it was likely, in view of the nature of the business to be transacted, that if members of the press and public were present, there would be disclosure to them of exempt information as defined in paragraph 1 of Part I of Schedule 7A of the Local Government (Scotland) Act 1973.

2 Children's Services

Consideration was given to an appeal submitted by an employee of Children's Services against the outcome of a Summary Dismissal.

The appellant appeared together with S McCrossan (EIS) in relation to the appeal. J Trainer, Head of Childcare and Criminal Justice (Children's Services) and P Wilson, Senior HR & OD Adviser (Finance and Resources) represented management.

S McCrossan and the appellant presented their case. Thereafter, the management side and members of the Panel had an opportunity to question the appellant's side and evidence presented.

J Trainer presented the management case and called A Hall as a witness. Thereafter, the appellant's side and members of the panel had an opportunity to question the witness and evidence presented.

Both sides summed up their position and then withdrew to allow the Panel to consider the matter and reach a decision.

Councillor Rodden, seconded by Councillor Hughes, moved that that the grounds of the appeal had not been substantiated and the appeal was not upheld.

Councillor McGonigle, seconded by Councillor Adam moved as an amendment to the extent that the sanction of Summary Dismissal was too severe; that the appellant be reinstated to Council employment; and to find the appellant other suitable employment outwith Children's Services.

On the roll being called, the following members voted for the amendment: Councillors Adam, McGonigle, and McMillan

The following members voted for the motion: Councillors Lorraine Cameron, Gillian Graham, Hughes, Mylet and Rodden

3 members having voted for the amendment and 5 members having voted for the motion, the motion was accordingly declared carried.

Both parties were recalled and advised by the Convener that the Appeals Panel had agreed that the grounds of the appeal had not been substantiated and the appeal was not upheld.

DECIDED: That the grounds of the appeal were not substantiated, and the appeal was not upheld.